

**System and Method for Improved Matrix
Management of Personnel Planning Factors**

ABSTRACT

5 A system and method for improved matrix management of
personnel planning factors is provided. In modern organizations
using matrix management, one employee may be managed by several
managers. Each employee has an employee profile data area that
is used to store planning data and actual data corresponding to
the employee. Planning data includes risk analysis data,
10 compensation data, and development planning data. Actual data
includes current compensation data and performance data.
Managers' input regarding a common employees performance and
planning factors is converted to a single performance evaluation
and single set of planning factors by weighting the evaluation
and factors by a percentage corresponding to each manager.
15 Online collaboration between managers is provided to discuss
employee contributions and revise planning factors and
evaluations as needed. Revised data is displayed on each of the
manager's systems in response to the revisions.